

Personnel Affairs and the Director-General of Human Resources Bureau, NPA in 2018) to the Cabinet Office and each ministry in order to ensure unity and fairness of the procedures. Concretely, the NPA specified the procedures for selection when changing appointment status from part-time to full-time employees. Such procedures include open recruitment of persons with disabilities that can be carried out exclusively by a specific ministry though it is usually implemented more extensively; and confirmation that can be performed to check skills required for government positions instead of using the method to examine demonstrated abilities, such as a written test.

Furthermore, the Basic Policy stipulates that the operation guideline for securing employment stability shall be established with a view to taking appropriate measures in accordance with the features of disabilities. In response to this, the “Operation of the System When Appointing Persons with Disabilities to Part-time Employees” (Notice of the Director-General of Human Resources Bureau, NPA and the Director-General for Personnel Policy, Cabinet Bureau of Personnel Affairs in 2018) was presented to the Cabinet Office and each ministry aiming at steadily promoting the employment of persons with disabilities in the public sector.

Specifically, the NPA newly stipulated that appointers shall make efforts to reappoint employees with disabilities in charge of duties for a specific period up to twice consecutively if they wish; and to renew the term of office of part-time employees with disabilities other than those in charge of duties for a specific period up to twice consecutively if they wish.

Chapter 5. International Cooperation in Personnel Administration

- The NPA has invited government executive officials from personnel administrative organizations in major countries every year to exchange ideas concerning the latest circumstances of personnel administration. In FY2018, the NPA invited government executive officials from Germany and the UK and co-hosted an international seminar under the theme of “Maintaining the Ethical Awareness and Preventing Misconduct by Senior Officials” with the Japanese Society for Public Administration (JSPA).
- The NPA has invited specialists from the personnel administrative organizations of the Asian countries and exchanged ideas since FY2017 for the purpose of supporting civil service reform in Asian nations on a continuous basis and developing the personal network with the countries having a strong interest in the public employee systems in Japan. In FY2018, the NPA invited specialists from the five countries, namely Indonesia, Malaysia, Philippines, Singapore and Thailand following the previous invitation in FY2017, and exchanged ideas on securing and development of human resources.
- The NPA created the China-Japan-Korea Personnel Policy Network with the central personnel administrative organizations in China and Korea in Jan. 2005 and has implemented various cooperative projects since then. In FY2018, the 11th Symposium co-hosted by the three countries on the theme of “The Ethics Systems in the 3 Countries” was held in Tokyo in Jun.

(1) Invitation of Government Executive Officials from Major Countries

As a specialized agency for personnel administration, the NPA has annually invited executive officials from personnel administrative organizations in major countries to exchange opinions on the latest circumstances surrounding personnel administration. The objectives are to promote cooperation in the field of personnel administration through cooperative relationships with personnel administrative organizations in foreign countries as well as to derive suggestions from other countries' experiences and initiatives on issues that the Japanese public employee system is facing. Since FY2010, the NPA has invited government executive officials from two countries at one time and co-hosted an international seminar with the JSPA.

In Nov. 2018, the NPA invited government executive officials from Germany and the UK and hosted the international seminar titled "Maintaining the Ethical Awareness and Preventing Misconduct by Senior Officials."

At the seminar, Mr. Ansgar Hollah, Director-General, Public Service Directorate-General, Federal Ministry of the Interior, Building and Community, mentioned about the people's evaluation on public service in Germany, the right of civil servants to file objections to orders given by superiors and the roles of political civil servants. Moreover, Mr. Tristan Pedelty, Director, Public Bodies, Propriety & Ethics, Cabinet Office, explained about the overview of the ministerial code and the civil service code, efforts to make the employees comply with the codes and challenges facing the UK.

The seminar attracted approximately 100 participants, including officials of the Cabinet Office and each ministry, researchers and students, who asked many questions to Mr. Hollah and Mr. Pedelty.

(2) Invitation of Officials from the Personnel Administrative Agencies of the Asian countries

Aiming at allowing employees with expertise and high morals to play an active role in administration, the Asian countries promoting the economic development and political democratization are advancing reform to develop a fair and efficient framework for public employee systems adopting the modern system in Western countries as a model. As far as the reform in personnel administration is concerned, these countries have a strong interest in the public employee system in Japan.

For the purpose of meeting these needs, supporting civil service reform in Asian nations on a continuous basis and expanding a personal network, the NPA has invited the experts of the personnel administrative agencies in Asian countries with the aim of exchanging ideas on the current state of public employee management and development of public employees since FY2017.

In FY2018, the NPA invited experts mainly at division director level from five organizations – Civil Service Commission of Indonesia; Public Service Department of Malaysia; Civil Service Commission of Philippines; Public Service Division, Prime Minister's Office of Singapore; and Office of the Civil Service Commission of Thailand. The NPA exchanged opinions with the experts about initiatives and issues in the countries on the theme of "Recruiting and Developing Talented Human Resources in the Public Service."

(3) The China-Japan-Korea Personnel Policy Network

Based on the “Action Strategy on Trilateral Cooperation among the People’s Republic of China, Japan and the Republic of Korea”, which was approved at the China-Japan-Korea Heads Meeting held in Nov. 2004, the NPA launched the China-Japan-Korea Personnel Policy Network in Jan. 2005 as a cooperative framework in personnel administration in partnership with the Ministry of Personnel (present the National Civil Service Administration) of China and the Civil Service Commission (present Ministry of Personnel Management) of Korea. This network has implemented various cooperative projects up to date and plays a role in cooperation among Japan, China and Korea.

When it comes to this network, the three countries take turns holding the Joint Symposium every year in principle in order to grasp important issues and the latest efforts related to the civil service system in the three countries. In FY2018, the 11th Joint Symposium was held in Tokyo in Jun. on the theme of “The Ethics Systems in the 3 Countries” led by IKEMOTO Takehiro, Secretary General, Secretariat of the National Public Service Ethics Board; Li Tao, Deputy Director-General, Office of Civil Service Management, Organization Department of the Communist Party of China Central Committee; and Leem Byeong-geun, Director, Property Examination Division, Ministry of Personnel Management. The symposium attracted approximately 70 participants, including officials of the Cabinet Office and each ministry, researchers and students.

At the symposium, the presentations were delivered concerning the state and challenges of the latest civil service ethics systems in the three countries, followed by a discussion by the presenters and a question-and-answer session with the audience.